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DD/A Registry

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9 June 1981

DD/A REGISTRY

FILE: *Personnel*

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting With Senate Select Committee on Intelligence (SSCI) Study  
on Intelligence Community Hiring/Firing Policies and Procedures

25X1 1. SSCI staff members Steve Ward, John Pingree, Robin Cleveland, and Tom Connolly met with Harry Fitzwater, DDA; [ ] DD/OP; [ ] OGC; and [ ] O/Comptroller on 8 June 1981 from 1430 to 1520 hours in Room 7D32, Headquarters, to discuss the parameters and objectives of the SSCI study on Intelligence Community (IC) hiring and firing policies and procedures. This is the SSCI study outlined in the attached 25 March 1981 SSCI letter to the DCI. The undersigned attended for OLC.

25X1 2. After the undersigned stated the purpose of the meeting, Mr. Ward opened with a statement on the intent of the study. He made it clear it is aimed at helping the IC and is not intended to be either a burden or a nuisance. He noted Mr. Blake, SSCI Staff Director, believes the CIA has the "ideal" system in the IC for hiring and firing and thinks the other IC elements might profit from the study more than the CIA. He noted the group will be visiting NSA, DIA, and INR over the next ten days, for initial meetings on the study. They wanted to start with the CIA. He said the study is not meant to be all inclusive and he does not want the process to drag on. In response to [ ] question, Mr. Ward said he hopes the study will be completed by September/October. He also said that if legislative remedies for particular problems are judged appropriate, such recommendations will be included in the SSCI final report.

25X1 3. A general discussion then ensued on the NAPA study, its evolution, its recommendations, and their implementation/non-implementation; how the recommendations were treated by CIA management, etc. It was apparent from the questions that the SSCI staffers present had read the NAPA study before the meeting. One of the SSCI staffers questioned the present status of the Office of Personnel, whether or not it might be once again placed under the DDA, and whether or not changes in its status are presently under consideration. [ ] responded to the question. Toward the end of this discussion, Mr. Ward stated the purpose of the meeting was to "open a dialogue" with the Agency on the study and he hopes all would find the exercise helpful. He once again stressed the positive intent behind the study and said it was not meant to be a burden.

25X1 4. [ ] asked if the study would deal with the paycap. Mr. Ward responded in the negative. [ ] noted such a study, if it is to deal with market competition for qualified personnel, must, in some way, deal with the problem of pay. Mr. Ward appeared to agree with this.

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25X1 5. [ ] then stated he assumed the study would deal with the  
25X1 DCI's exceptional authorities on hiring and firing personnel. Mr. Ward said  
this is the case. [ ] commented that this is a two edge sword; on  
one hand the CIA has always been, and is extremely careful in using the DCI  
exceptional authorities in order to ensure their validity will not be brought  
into question; on the other, if these authorities are given to other IC en-  
tities and abuses occur, the authorities might be questioned and possibly re-  
voked. Mr. Ward appeared to understand this point. In addition, [ ] 25X1  
suggested the study might want to deal with classification of positions, re-  
cruitment, retention, and separation. Mr. Ward agreed with the suggestion.  
25X1 [ ] offered to forward to the SSCI a list of subjects on which brief-  
ings might be arranged. Mr. Ward agreed to this procedure. [ ] also 25X1  
noted the "working group" from the CIA on the study would include himself,  
25X1 [ ] stated the CIA would make every  
reasonable effort to assist the SSCI in its study.

25X1 6. When asked if there might be further changes in the personnel system,  
[ ] noted Admiral Inman, the DDCI, is very interested in personnel  
management, has experience in dealing with large personnel systems, and has  
some ideas of his own. Therefore, it seems reasonable to assume some changes  
might be considered.

7. The meeting broke up with comments by [ ] Mr. Fitzwater 25X1  
that the SSCI group appears to believe there are vast differences in the  
personnel systems of the separate IC entities. They both stated their shared  
opinion that the SSCI will probably not find this to be the case at all.  
This appeared to surprise Mr. Ward.

25X1 8. ACTION: [ ] will prepare a list of subjects on which he  
believes the SSCI group should receive briefings. This list will be for-  
warded to Mr. Ward and the briefings, if he concurs, will be arranged. 25X1

[ ]  
Assistant Legislative Counsel

Attachment

cc: DDA  
DD/OP

25X1 [ ] C  
O/Comptroller  
OLC

Distribution:

Original - Addressee  
1 - OLC Subject  
1 - OLC Chrono

OLC:GMM:mm

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## United States Senate

SELECT COMMITTEE ON INTELLIGENCE

(PURSUANT TO S. RES. 400, 94TH CONGRESS)

WASHINGTON, D.C. 20510

Executive Secretary

81-0853

March 25, 1981

IN REPLY PLEASE  
REFER TO N# 6698

Honorable William J. Casey  
Director of Central Intelligence  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Mr. Casey:

The Senate Select Committee on Intelligence would like to undertake a study of the hiring and firing policies and procedures of the major elements of the Intelligence Community. It is our understanding that these policies vary among the CIA, DIA, FBI, Bureau of Intelligence and Research of the Department of State, and NSA. We would also like to become aware of the prerogatives of the Directors of some of these agencies both in accepting nominations of military personnel and, for matters of security or performance, relieving them of their duties and returning them to their parent service.

This study will include the current legal basis used by the agencies involved for hiring and firing of personnel and the acceptance of detailed military personnel. The study will also be designed to determine if the work of the agencies would be enhanced if any changes were made in the current situation.

In conjunction with the foregoing study, we would like to examine the classification and promotion policies of the Intelligence agencies. Again, there are differences which are attributable to variations in applicable statutes and, perhaps, to internal and government-wide policies. Of particular concern to us are legal or administrative impediments to payment of super grade salaries or equivalent to experienced and valuable analysts, linguists and other experts, even if they do not have managerial or supervisory responsibilities. In this connection, we wish to determine what changes in current law or government or agency policies may be necessary to provide incentives for intelligence professionals to continue working in their fields of expertise.

Honorable William J. Casey

March 25, 1981

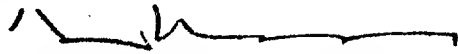
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Mr. John Blake, the Staff Director of the Select Committee, will in the near future establish contact and work out a mutually acceptable schedule to commence this study. He will also inform you of the names of the staff personnel who will participate.

Sincerely,



Barry Goldwater  
Chairman



Daniel Patrick Moynihan  
Vice Chairman